

# SIKA AG (GROUP)

Switzerland | Manufacture of other chemical products n.e.c.  
EVID: QZ848955



Publication date: 6 Jun 2024

Valid until: 6 Jun 2025

Sustainability performance

Insufficient

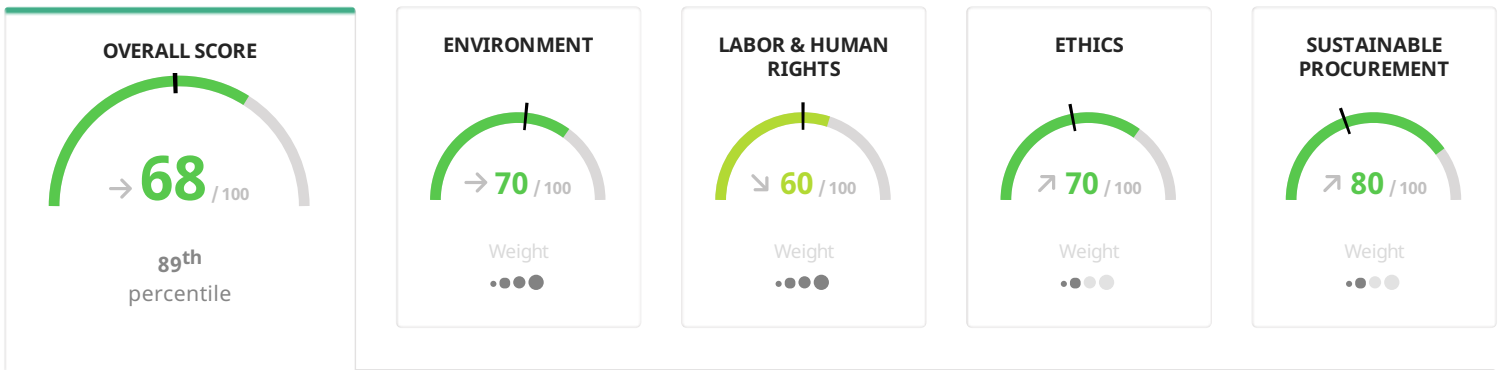
Partial

Good

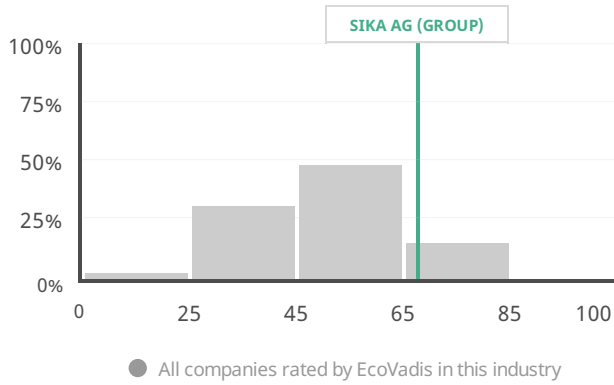
Advanced

Outstanding

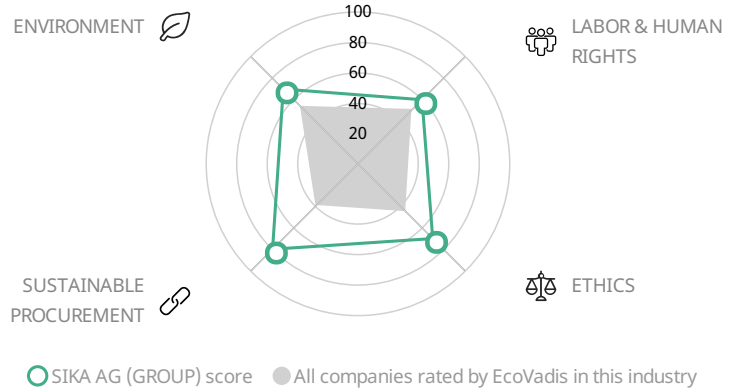
Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Endorsement of the World Business Council for Sustainable Development (WBCSD)

Environmental policy on air pollution

Environmental policy on customer health & safety

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Comprehensive policy on a majority of environmental issues

Endorsement of the Responsible Care Global Charter

#### Actions

Strengths

Water risk assessments performed

Use of alternative, less hazardous substances in operations

Use of recovered input materials

Use of eco-friendly or bio-based input materials

Reduction of hazardous substance generation or toxicity

Environmental emergency measures in place

Reduction of material consumption through process optimization

Reduction of internal wastes through material reuse, recovery or repurpose

Work processes or technologies implemented to mitigate emissions of VOC, SO<sub>2</sub>, NO<sub>x</sub> or heavy metals

Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)

Adoption of cooling systems with reduced or recycled water consumption

Control measures to prevent contamination of groundwater

Wastewater quality assessment

On-site or off-site wastewater treatment facilities

Fuel switch to achieve higher energy efficiency and/or lower carbon emission intensity
Training of employees on energy conservation/climate actions
Purchase and/or generation of renewable energy
Company-specific emergency preparedness and response procedure regarding customer health and safety
Reduction of carbon emissions in transportation
Improvement of energy efficiency through technology or equipment upgrades
Provision of Safety Data Sheets (SDS)
Technologies or practices to recycle or reuse water
Energy and/or carbon audit
Communication to downstream users regarding the use of dangerous substances and/or substances of very high concern (SVHC)
Registration of substances to the ECHA
Formalized process in place to assess and document risks related to customer health and safety
Formalized process in place to assess and document environmental risks
ISO 50001 certified
Implementation of a rainwater harvesting system
ISO 14001 certified
Use of waste heat recovery system(s) or combined heat and power unit(s)
Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)
Training employees to safely handle and manage hazardous substances
Use of chemical database to identify potential impacts on human health
Company-specific research on potential health impacts of products/services
Provision of safety data sheets (SDS) adapted for the REACH regulation
Actions for labeling, storing, handling and transporting hazardous substances
Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter
Dedicated feedback channel on health & safety issues of products
Company awareness program for customers on health & safety issues associated with products/services
<b>Results</b>
Strengths
Reporting with reference to the GRI Universal Standards

Total gross Scope 2 reporting value confirmed in supporting documentation	
Total gross Scope 1 reporting value confirmed in supporting documentation	
Reporting on total gross Scope 2 GHG emissions (market or location based)	
Reporting on total gross Scope 1 GHG emissions	
Reporting on total weight of air pollutants	
Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation	
Reporting on total gross Scope 3 downstream GHG emissions	
Reporting in accordance with SASB	
Reporting on total weight of waste recovered	
Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation	
Reporting on total amount of renewable energy consumed	
Reporting on total water consumption	
Reporting on total weight of non-hazardous waste	
Reporting on total weight of hazardous waste	
Reporting on total gross Scope 3 GHG emissions	
Materiality analysis in sustainability reporting	
External assurance or verification of sustainability reporting	
Company communicates progress towards the Sustainable Development Goals (SDGs)	
Company reports to CDP	
Reporting on total energy consumption	
Comprehensive reporting on environmental issues	
<b>Improvement Areas</b>	
<b>Actions</b>	
Priority	Improvement Areas
Medium	Supporting documents show a medium level of coverage of environmental actions or certification throughout company operations
Medium	Environmental management system certification covers between 26% and 50% of the assessed scope

## Results

Priority Improvement Areas

Medium

The 360° Watch has identified at least one significant controversy, fine or penalty regarding environmental issues in the last five years (see news with red downward arrow in the 360° Watch section).

Medium

The 360° Watch has identified at least one significant adverse report regarding water management.

Medium

The 360° Watch has identified at least one significant adverse report regarding materials, chemicals and/or waste.

Low

No information related to whether any sites/operations are located in or near biodiversity-sensitive areas

Low

No information on reporting on total amount of water recycled and reused



## Labor & Human Rights

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on child labor, forced labor & human trafficking

Labor & human rights policy on career management & training

Labor & human rights policy on social dialogue

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Standard policy on a majority of labor or human rights issues

Endorsement of the Responsible Care Global Charter

#### Actions

Strengths

Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises

Skills development program tailored to employee needs

The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)

Actions to control hazardous substance exposure

Complaints procedure in place for employees to report on occupational health and safety issues

Actions to address stress and psychological wellbeing in the workplace

Employee health and safety emergency action plan

Monitoring of internal controls and effectiveness of actions taken to prevent child labor, forced labor and/or human trafficking

Other actions on employee health & safety

Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

Women development, mentorship, and/or sponsorship programs in place

Affinity or other support groups for minorities/vulnerable groups

Actions to prevent discrimination in professional development and promotion processes

ISO 45001 certified

Collective agreement in place

Employee stock ownership plan (not restricted to executive level)

Employee satisfaction survey

Bonus scheme related to company performance

Flexible organization of work (eg. remote work, flexi-time)

Health care coverage of employees in place

Awareness training on child labor, forced labor and human trafficking

Impact assessments identifying potential child labor, forced labor and/or human trafficking

Grievance mechanism on discrimination and/or harassment issues

Actions to promote wage equality in the workplace

Awareness training regarding diversity, discrimination, and/or harassment

Employee representatives or employee representative body (e.g. works council)

Employee health & safety risk assessment

Actions to prevent discrimination during recruitment phase

Grievance mechanism on child labor, forced labor and/or human trafficking issues

Regular assessment of individual performance

Actions to promote internal mobility

Individual development and career plan for all employees

Training of employees on health and safety risks and best working practices

**Results**

Strengths

Reporting with reference to the GRI Universal Standards

Reporting on the percentage of women at top management level
Reporting on number of recordable work-related accidents
Reporting on number of days lost to work-related injuries, fatalities and ill health
Reporting on the percentage of women employed in relation to the whole organization
Reporting in accordance with SASB
Report on percentage of women within the organization's board
Materiality analysis in sustainability reporting
External assurance or verification of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Comprehensive reporting on labor and human rights issues
Reporting on number of average training hours per employee
<b>Improvement Areas</b>
<b>Policies</b>
Priority      Improvement Areas
<b>Low</b> No quantitative target on labor and human rights issues
<b>Low</b> No quantitative target set on living wage
<b>Actions</b>
Priority      Improvement Areas
<b>Medium</b> Supporting documents show a medium level of coverage of labor and human rights actions or certification throughout company operations
<b>Medium</b> Labor and human rights management system certification covers between 26% and 50% of the assessed scope
<b>Low</b> Declares measures on living wage, but no supporting documentation available
<b>Results</b>
Priority      Improvement Areas
<b>Medium</b> The 360° Watch has identified at least one significant controversy, fine or penalty regarding labor and human rights issues in the last five years (see news with red downward arrow in the 360° Watch section).
<b>Medium</b> The 360° Watch has identified at least one significant adverse report regarding employee health & safety.
<b>Low</b> No information regarding reporting on living wage issues
<b>Low</b> No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees



**Strengths**

**Policies**

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Policy on fraud

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Exceptional policy on ethics issues

Policy on anticompetitive practices

Dedicated responsibility for ethics issues

**Actions**

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report anti-competitive practices

Whistleblower procedure for stakeholders to report corruption and bribery

Information security due diligence program on third parties in place

Incident response procedure (IRP) to manage breaches of confidential information

Implementation of a records retention schedule

Information security risk assessments performed

Audits of control procedures to prevent information security breaches

Awareness training to prevent information security breaches

Anti-competitive practices risk assessments performed

Corruption risk assessments performed

Measures to protect third party data from unauthorized access or disclosure

Audits of control procedures to prevent corruption



Awareness training performed to prevent corruption

Anti-corruption due diligence program on third parties in place

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Audits of control procedures to prevent anticompetitive practices

Awareness training performed to prevent anticompetitive practices

### Results

Strengths

Reporting with reference to the GRI Universal Standards

Reporting in accordance with SASB

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Exceptional reporting on ethics issues

### Improvement Areas

#### Actions

Priority

Improvement Areas

Medium

Supporting documents show a medium level of coverage of ethics actions or certification throughout company operations

#### Results

Priority

Improvement Areas

Medium

The 360° Watch has identified at least one significant controversy, fine or penalty regarding ethics issues in the last ten years (see news with red downward arrow in the 360° Watch section).

Medium

The 360° Watch has identified at least one significant adverse report regarding anti-competitive practices.



## Sustainable Procurement

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Endorsement of the Together for Sustainability (TfS) initiative

Quantitative objectives set on sustainable procurement policy

Comprehensive sustainable procurement policies on both social and environmental factors

**Actions**

## Strengths

Performing suppliers on environmental and social issues have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)

Supporting documents show a high level of coverage of sustainable procurement actions throughout company operations or supplier base

Supplier sustainability code of conduct in place

Formal assessment of suppliers' progress with regards to REACH requirements

Sustainable procurement objectives integrated into buyer performance reviews

Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

On-site audits of suppliers on environmental or social issues

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Training of buyers on social and environmental issues within the supply chain

Integration of social or environmental clauses into supplier contracts

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

**Results**

## Strengths

Reporting with reference to the GRI Universal Standards

Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation

Reporting on total gross Scope 3 upstream GHG emissions

Reporting in accordance with SASB

Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on sustainable procurement issues

## 360° Watch Findings

28 Feb 2024 | <https://www.corresponsable...>

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 28 Mar 2029

Impacted themes



### Sika se suma a la economía circular con la transición a nuevos envases reciclados para sus principales gamas de materiales

Los envases plásticos de Sika se adaptan a los más altos requerimientos del ecodiseño, una filosofía que persigue el diseño de productos y servicios sostenibles, que minimicen el impacto ambiental durante todo su ciclo de vida. Desde principios de año, la compañía ha comenzado a utilizar plástico 100% reciclado de postconsumo para el envasado de los productos químicos para la construcción y la industria en formato pastas y líquidos que se comercializan en cubos o garrafas. Esta iniciativa se enmarca en la campaña "Calidad por dentro, compromiso por fuera" con la que Sika apuesta por el valor añadido del envase y refuerza su estrategia de diseño de soluciones sostenibles considerando así mismo que los contenedores de las mismas deben redefinirse bajo criterios de sostenibilidad y promover la reducción de su huella ambiental.

19 Jan 2024 | <https://www.canalferretero...>

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 19 Feb 2029

Impacted themes



### Sikafill Duralastic, la nueva gama de elásticos que reduce el impacto medioambiental de los edificios

La línea de productos incluye soluciones capaces de mejorar la eficiencia energética al reducir la temperatura hasta en un 82%. Sika ha lanzado al mercado Sikafill Duralastic, una nueva gama de elásticos enfocados a la impermeabilización de todo tipo de cubiertas. Su consistencia hace posible que se adapte hasta a la geometría más compleja, cuenta con soluciones que alargan la vida de las cubiertas y contribuye a la eficiencia energética de la edificación.

1 Jan 2024 | <https://egapro.travail.gou...>

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 1 Feb 2029

Impacted themes



### L'index égalité professionnelle pour Sika pour l'année 2024

Sika Automotive France SAS a reçu une note de 75 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2024. Sika France a reçu une note de 93 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2024.

15 Dec 2023 | <https://www.nwzonline.de/o...>

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 15 Jan 2029

Impacted themes



### 146 Sika employees in Oldenburg lose their jobs [DE]

Sika's Oldenburg location is set to close in 2024, resulting in job losses for MBCC employees. The closure is part of a strategic decision by Sika, which acquired the site in 2020. The shutdown will affect approximately 60 employees. Sika plans to consolidate its operations, leading to the closure of the Oldenburg facility.

**Expired**

4 Dec 2023 | <https://www.usglassmag.com...>

Impact on Score

**Under watch** ⚠

valid from 1 May 2018 to 1 Jun 2023

Impacted themes



### Saint Gobain, Sika face price-fixing claims in US federal court

Saint-Gobain and Sika, two leading construction material companies, are accused of price-fixing in the U.S. federal court. The lawsuit alleges collusion to manipulate prices in the sale of construction chemicals, leading to overcharges for consumers. The allegations stem from an ongoing investigation into anti-competitive practices in the construction industry. Both companies have denied the accusations and are prepared to defend themselves in court. The outcome of the lawsuit could have significant implications for the construction materials market and consumer trust. The case highlights the importance of fair competition and regulatory scrutiny in ensuring market integrity and protecting consumer interests.

30 Nov 2023 | <https://www.tagesanzeiger...>

Impact on Score

**Under watch** ⚠

valid from 11 Jun 2024 to 30 Dec 2028

Impacted themes



### Residents win victory against Sika factory [DE]

A court ruling in Argentina has halted the construction of a Sika factory due to health concerns raised by local residents. The project, situated near Buenos Aires, faced opposition from residents who cited potential health hazards, including air and water pollution. The court's decision reflects the community's concerns and underscores the importance of addressing environmental and health considerations in industrial projects. Sika, a global construction chemicals company, had planned to build the factory in partnership with Klaukol, an Argentine firm. However, the legal setback highlights the challenges companies face in navigating local regulations and addressing community concerns in their expansion efforts. The ruling represents a setback for Sika's expansion plans in Argentina and emphasizes the need for thorough environmental assessments and community engagement in industrial development projects.

30 Nov 2023 | <https://echo.epa.gov/enfor...>

Impact on Score

**Negative** ↘

valid from 1 Nov  
2023 to 1 Dec  
2028

Severity

**Minor** ● ● ●

Impacted themes



### U.S. EPA Final Order With Penalty against Sika Corp, NJ, facility

On 30/11/2023, Sika Corp was issued a Total State/Local Penalty of \$12,000 for "other" violations of Clean Water Act (CWA).

10 Oct 2023 | <https://www.forbes.com/lis...>

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 10 Nov 2028

Impacted themes



### World's Best Employers 2023

The Forbes list of the world's best employers features Sika, a global leader in specialty chemicals and construction materials. Sika is recognized for its commitment to employee satisfaction and well-being. With operations in over 100 countries, Sika prioritizes creating a positive work environment and fostering a culture of innovation and collaboration. The company's inclusion in the prestigious list underscores its efforts in providing opportunities for growth, development, and advancement to its workforce. Sika's dedication to employee welfare and its focus on values such as integrity and sustainability contribute to its reputation as an employer of choice globally.

25 Aug 2023 | <https://www.consultancy.eu...>

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 25 Sep 2028

Impacted themes



### Sika enters concrete recycling partnership with South Pole

Sika has partnered with South Pole, a sustainability solutions provider, to promote concrete recycling. The collaboration aims to advance sustainable construction practices by reusing concrete waste. Sika will utilize South Pole's expertise to implement concrete recycling initiatives across its operations globally. By repurposing concrete waste, Sika aims to reduce its environmental footprint and contribute to a circular economy. The partnership underscores Sika's commitment to sustainability and innovation in the construction industry. By leveraging South Pole's knowledge and resources, Sika seeks to drive positive environmental impact while meeting the growing demand for sustainable building solutions. This initiative aligns with Sika's broader sustainability goals and reinforces its position as a leader in eco-friendly construction materials and practices.

7 Jul 2023 | <https://www.droits-salarie...>

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 7 Aug 2028

Impacted themes



### Accords d'entreprise chez Parexgroup SA

Les négociations entre la direction de PAREXGROUP SA et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez PAREXGROUP SA précisent les droits, avantages et obligations de l'employeur et des salariés.

7 Jul 2023 | <http://www.droits-salaries...>

Impact on Score

**Neutral** →

valid from 1 Oct 2021 to 1 Nov 2026

Impacted themes



### Accords d'entreprise chez Sika France

Cet accord signé entre la direction de SIKAFRANCE et le syndicat CGT et CFDT le 2021-10-15 est le résultat de la négociation sur les calendriers des négociations.

2 Jul 2023 | <https://resources.hse.gov...>

Impact on Score

**Neutral** →

valid from 1 Jul 2023 to 1 Aug 2028

Impacted themes



### HSE Improvement Notice served against Sika Limited

In July 2023, HSE issued an Improvement Notice to Sika Limited's facility in Welwyn due to failure to ensure dangerous substances, including extremely flammable, highly flammable and flammable substances are suitably stored to reduce the risk, so far as is reasonably practicable, of danger i.e. fire and explosion.

18 Apr 2023 | <https://www.hazardexonthen...>

Impact on Score

**Negative** ↘

valid from 1 Mar 2023 to 1 Apr 2028

Severity

**Minor** ● ● ●

Impacted themes



### Singapore fines 11 companies for not adhering to safe work procedures

Singapore's Ministry of Manpower has fined 11 companies a total of \$27,000 (£16,294) for inadequate safe work procedures relating to improper storage and management of flammable substances. The fines followed a series of enforcement operations conducted in March after a series of recent industrial fires occurred in Singapore. In March 2023, two fire incidents occurred in Singapore due to a lack of effective controls for flammable substances. In the first incident, an explosion occurred at car dealer Premium Automobiles which resulted in the rescue of around 100 people and the evacuation of the local area. A second incident at specialty chemical company Sika left two workers with injuries.

5 Apr 2023 | <https://gender-pay-gap.ser...>

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 5 May 2028

Impacted themes



### Sika Limited 2023/24 Gender Pay Gap Report

In this organisation, women earn £1.04 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 4.4% higher than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 7.3% lower than men's.

1 Apr 2023 | <https://www.northjersey.co...>

Impact on Score

**Neutral** →

valid from 1 Apr 2023 to 1 May 2028

Impacted themes



### Sika Corporation electrical fire quickly contained, Lyndhurst police say

A machine fire at Sika Chemical in Lyndhurst on Saturday morning was quickly contained, with no hazardous chemical release, injuries or structural damage, said assistant fire chief Paul Haggerty. The Bergen County hazmat team responded to the scene "as a precaution" and found no chemical release, Haggerty said.

26 Jan 2023 | <https://www.osha.gov/ords/...>

Impact on Score

**Negative** ↘

valid from 1 Jan 2023 to 1 Feb 2028

Severity

**Minor** ● ● ●

Impacted themes



### OSHA Penalty for Serious H&S Standard Violation

On January 26 2023, Sika Corporation's facility in Cleburne, TX, was fined a \$9,822 penalty for one serious violation of U.S. OSHA health and safety standards.

20 Jan 2023 | <https://www.droits-salarie...>

Impact on Score

**Neutral** →

valid from 1 Jul 2022 to 1 Aug 2027

Impacted themes



### Accords d'entreprise chez SIKA AUTOMOTIVE FRANCE SAS

Les négociations entre la direction de SIKA AUTOMOTIVE FRANCE SAS et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez SIKA AUTOMOTIVE FRANCE SAS précisent les droits, avantages et obligations de l'employeur et des salariés.

1 Jan 2023 | <https://egapro.travail.gou...>

Impact on Score

**Neutral** →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



### L'index égalité professionnelle pour Sika Automotive France Sas et Sika France pour 2023

Sika Automotive France Sas et Sika France ont reçu un résultat de 75 et 76 sur 100 respectivement de l'index égalité professionnelle entre les femmes et les hommes pour 2023.

1 Jan 2023 | <https://egapro.travail.gou...>

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 1 Feb 2028

Impacted themes



### L'index égalité professionnelle pour Parexgroup SAS pour l'année 2023

Parexgroup SAS a reçu une note de 85 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2023.

22 Nov 2022 | <https://www.osha.gov/ords/...>

Impact on Score

**Negative** ↘

valid from 1 Nov 2022 to 1 Dec 2027

Impacted themes



Severity

**Minor** ● ● ●

5 Sep 2022 | <https://dailyvoice.com/new...>

Impact on Score

**Neutral** →

valid from 1 Sep 2022 to 1 Oct 2027

Impacted themes



### Firefighters Douse Lyndhurst Chemical Fire

Firefighters quickly doused the blaze, which broke out on the second floor of the Sika Corporation building on Polito Avenue down the road from Medieval Times shortly before 2:30 p.m. A faulty electrical component on processing equipment was the cause, authorities said. No injuries were reported.

Expired

5 May 2022 | <https://www.moroccoworldne...>

Impact on Score

**Negative** ↘

valid from 1 May

2019 to 1 Jun 2024

Severity

**Minor** ● ● ●

Impacted themes



### Competition Council Imposes \$1 Million Fine on Sika AG

Fez- Morocco's Competition Council has imposed a fine of nearly MAD 11.7 million (\$1 million) on the Swiss company Sika AG for antitrust violations. On December 6, 2021, the council started investigating Sika AG following a merger by the company without prior notification or approval of the council.

5 Apr 2022 | <https://gender-pay-gap.ser...>

Impact on Score

**Neutral** →

valid from 1 Apr 2022 to 1 May 2027

Impacted themes



### 2022/23 Gender pay gap report for Sika Limited

In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 21.7% lower than men's.

7 Feb 2022 | <https://echo.epa.gov/enfor...>

Impact on Score

**Negative** ↘

valid from 1 Feb

2022 to 1 Mar

2027

Severity

**Minor** ● ● ●

Impacted themes



### US EPA Final Order with Penalty against Sika Corp

In February 2022, Sika Corp was fined a \$1,000 penalty for other violations of the Clean Water Act.

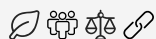
1 Jan 2022 | <https://som.yale.edu/story...>

Impact on Score

**Neutral** →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



### Over 1,000 Companies Have Curtailed Operations in Russia—But Some Remain

Over 1,000 companies have publicly announced they are voluntarily curtailing operations in Russia to some degree beyond the bare minimum legally required by international sanctions — but some companies have continued to operate in Russia undeterred. Sika has significantly scale back business in Russia; stopped production and investments. It has received a Grade [C].

1 Jan 2022 | <https://chemscore.chemsec...>

Impact on Score

**Neutral** →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



### 2022 ChemScore Report

ChemScore looks at the 54 biggest chemical companies in the world, based on revenue, and ranks their performance in four different categories: the toxicity of their product portfolio, research and development of non-toxic chemicals, management and transparency, and the number and scope of controversies and scandals that the company has been involved in. SIKA was on the list of ChemScore report with a grade C-.

1 Dec 2021 | <https://www.insblue.com.cn...>

Impact on Score

**Negative** ↘

valid from 1 Oct

2021 to 1 Nov

2026

Severity

**Minor** ● ● ●

Impacted themes



### In 2021, Sika China was cited in the Insblue Social Responsibility records [CN]

On 18/10/2021, Sika China was fined RMB 15,000 by the Suzhou Industrial Park Market Supervision and Administration Bureau due to units using unqualified personnel for special equipment tasks must correct this promptly or face suspension, violation of the Special Equipment Safety Law.

22 Nov 2021 | <https://www.theobserver.co...>

Impact on Score

**Neutral** →

valid from 1 Nov 2021 to 1 Dec 2026

Impacted themes



### Small fire breaks out at Lyndhurst chemical company's building

No injuries were reported in a small fire at the Sika Chemical Corp.'s offices in Lyndhurst this afternoon, Det. Lt. Vincent Auteri told The Observer. A small fire broke out when a contractor's welding caused a building to catch fire near 201 Polito Ave.

29 Oct 2021 | <http://www.larep.fr/malesh...>

Impact on Score

**Neutral** →

valid from 1 Oct 2021 to 1 Nov 2026

Impacted themes



### Une grève "express" à l'usine Parexlanko de Malesherbes

Les salariés de la partie production et logistique du site malesherbois de l'entreprise Parexlanko avaient cessé le travail jeudi après-midi. Ils ont repris ce vendredi matin. Pascal Malafosse, directeur général de Sika France (groupe auquel appartient Parex France), était ce vendredi dès 8 heures à Malesherbes pour échanger avec les salariés. Il y est resté deux heures. Une hausse des salaires de 3,1% a été proposée ainsi qu'une prime de 1.000 euros. "Il a eu un discours fondateur, nous a expliqué les choses et nous a écouté aussi", souligne le délégué syndical de FO. Le choix a donc été fait de stopper la grève. "Et nos heures de grève seront payées."

25 Oct 2021 | <http://www.verdict.co.uk/s...>

Impact on Score

**Neutral** →

valid from 1 Oct 2021 to 1 Nov 2026

Impacted themes



### Sika Develops Concrete Admixture to Reduce Carbon Footprint

Swiss chemical company Sika in cooperation with the Swiss Federal Institute of Technology Lausanne has developed concrete admixtures leveraging the Limestone Calcined Clay Cement (LC3) technology that lowers CO2 emissions. The technology aims to facilitate the production of performant and sustainable cement with less clinker.

5 Sep 2021 | <http://roofing-daily-news...>

Impact on Score

**Neutral** →

valid from 1 Sep 2021 to 1 Oct 2026

Impacted themes



### Sika Launches Total Green Roofing Package — Living Architecture Monitor

The market-leading roof manufacturer Sika has brought a complete green roof package onto the market, which supplies both the high-performance roof sealing system and the green roof system, supported by its proven technical and application support. Since sustainable development is a focus of construction and is supported by the government and local authorities, the benefits of a Sika Green Roof cannot be overestimated. Several studies have shown that green roof systems can improve air quality, reduce the urban heat island effect, preserve or even increase biodiversity, improve the thermal performance of a building and manage rainwater year-round – especially important in areas with flooding or where sustainable drainage systems (SuDS) are a design consideration.

5 Apr 2021 | <https://gender-pay-gap.ser...>

Impact on Score

**Neutral** →

valid from 1 Apr 2021 to 1 May 2026

Impacted themes



### 2021/22 Gender pay gap report for Sika Limited

In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 21.8% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 20% lower than men's.

2 Apr 2021 | <http://www.constructioncay...>

Impact on Score

**Neutral** →

valid from 1 Apr 2021 to 1 May 2026

Impacted themes



### Sika : une nouvelle gamme de mortiers de réparation à impact environnemental réduit

Sika lance une nouvelle gamme de mortiers (de réparation, scellement calage et ragréage) « développement durable » composée de 5 nouvelles solutions proposant des performances accrues et des bénéfices environnementaux.

2 Mar 2021 | <http://www.bdcmagazine.com...>

Impact on Score

**Neutral** →

valid from 1 Mar 2021 to 1 Apr 2026

Impacted themes



### Sika a mis au point un nouveau processus de recyclage du béton

Le processus permet notamment de séparer et réemployer les composants du béton usé, et de recycler les agrégats, indique la multinationale zougnoise. Le chimiste de la construction Sika assure mardi avoir mis au point un nouveau processus de recyclage du béton, piégeant quelque 60 kilos de Co2 par tonne de matériel déchets de démolition concassés. Le processus permet notamment de séparer et réemployer les composants du béton usé, et de recycler les agrégats, indique la multinationale zougnoise dans un communiqué.

1 Jan 2021 | <https://europeanwomenonboa...>

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 1 Feb 2026

Impacted themes



### 2021 Gender diversity index of women on boards and in corporate leadership

European Women on Boards' mission is to promote gender equality in the C-suite and the Boardroom. Sika is ranked 48 among the top companies European according to the Gender Diversity Index for the year 2021.

4 Dec 2020 | <http://www.radiohamburg.de...>

Impact on Score

**Neutral** →

valid from 1 Dec 2020 to 1 Jan 2026

Impacted themes



### Major fire at auto supplier Sika [DE]

A fire broke out on Friday in a company owned by the auto supplier Sika near Hamburg's Eidelstedt S-Bahn station. There is a lot of smoke, said a fire department spokesman.

13 Nov 2020 | <http://www.osha.gov/pls/im...>

Impact on Score

**Negative** ↘

valid from 1 Nov 2020 to 1 Dec 2025

Severity

**Minor** ● ● ●

Impacted themes



### OSHA Penalty for Serious H&S Standard Violations

In November 2020, Sika Automotive Gastonia Inc.'s facility in Gastonia, NC was fined a \$7,000 penalty for one serious violation of the US OSHA Health and Safety Standards.

29 Apr 2020 | <https://echo.epa.gov/enfor...>

Impact on Score

**Negative** ↘

valid from 1 Dec 2019 to 1 Jan 2025

Severity

**Minor** ● ● ●

Impacted themes



### U.S. EPA Final Order With Penalty against Sika Corp, NJ, facility

In April 2020, Sika Corp in Lyndhurst Twp, NJ, received USD 11,162 fine for 'other' violation(s) of the Clean Water Act.

5 Apr 2020 | <http://gender-pay-gap.serv...>

Impact on Score

**Neutral** →

valid from 1 Apr 2020 to 1 May 2025

Impacted themes



### Sika Limited - Gender pay gap report 2020/21

In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 22.5% lower than men's.

21 Oct 2019 | <http://www.osha.gov/pls/im...>

Impact on Score

**Neutral** →

valid from 1 Oct 2019 to 1 Nov 2024

Impacted themes



### OSHA Penalty for Serious H&S Standard Violation

In October 2019, Sika Advanced Resins' facility in Eaton Rapids, MI, was fined \$800 for one serious violation of U.S. OSHA health and safety standards.

16 Jul 2019 | <http://www.ipe.org.cn/In...>

Impact on Score

**Negative** ↘

valid from 1 Jul 2019 to 1 Aug 2024

Severity

**Minor** ● ● ●

Impacted themes



### [IPE NEWS 1] [2019] IPE Supervision records for Sika (China) Co Ltd [CN]

In 2019, Sika (China) Co Ltd was inspected by the Suzhou Industrial Park Land and Environmental Protection Bureau. The company failed to seal the organic waste gas.

15 May 2024 |

Impact on Score

**Neutral** →

valid from 11 Jun 2024 to 15 Jun 2029

### No records found for this company on Compliance Database




## Specific comments

 No records found in third party risk and compliance database.

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 The company demonstrates an advanced management system on sustainable procurement.

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 The company demonstrates an advanced management system on ethics issues.

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 The company has published advanced reporting on sustainability issues.

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